

TRADE UNION CONFEDERATION OF PRODUCTIVE FORCES

Confédération syndicale des forces productives

COSYFOP

STATUTES

In conformity with Law No. 23-02 of 25 April 2023
on the exercise of trade union rights

English translation of the Statutes of the Trade Union Confederation of Productive Forces

Unofficial translation provided by the source

www.cosyfop.org

PART ONE — FOUNDATIONS AND OBJECTIVES

Chapter One — Definition and objectives

Article 01

The Confédération syndicale des forces productives, designated in abbreviated form by the acronym "COSYFOP", is a general trade union organisation, a "national trade union centre", campaigning, free and independent of any party-political, administrative or employer control, unitary and democratic, which all constituted trade unions may join, as may all workers in Algeria, whether nationals or foreigners, organised or unorganised, and all those who receive remuneration or equivalent income derived from the product of their manual or intellectual labour without employing other workers for their own benefit, as well as all retired workers, jobseekers and dismissed workers.

Article 02

The Confédération syndicale des forces productives enjoys legal personality and financial autonomy.

Productive forces are to be understood as meaning any worker who produces by his effort, by his work, by a service or by any other provision, whether in the public service or in the services, industrial, commercial, intellectual or cultural production sectors, as well as in the other sectors existing in Algeria.

The Confédération syndicale des forces productives was constituted and registered with the Ministry of Labour, Employment and Social Security on 4 February 1991, under number 30.

The organisation bears the following name, "Confédération syndicale des forces productives", and its acronym is "COSYFOP".

It is designated in the body of this text as "the Confédération syndicale des forces productives".

The renewal general assembly of the Confédération syndicale des forces productives, held on 31 July 2018, adopts the emblem (logo) reproduced below.

The motto of the Confederation is "Young… campaigning… effective".

The official email address of the union is cosyfop.alg@gmail.com.

Article 03

The duration of the Confédération syndicale des forces productives is unlimited.

Article 04

The Confederation carries on its activity throughout the national territory and at international level, and it encompasses all Algerian workers in all sectors.

Article 05

The Secretary-General may, with the prior agreement of the National Bureau, initiate the procedures for concluding leases or acquiring premises for the Confederation.

The National Bureau adopts, in accordance with a regular deliberation, the official address of the Confederation in Algeria.

The National Bureau may establish a branch office abroad.

Article 06

The Confédération syndicale des forces productives draws its strength from the unity of organisation of the workers and from the mobilisation of its members with a view to achieving social justice.

Its objectives are accordingly the following.

1. To defend the material and moral interests of the workers and of the categories referred to in Articles one (01) and two (02) of these Statutes, to ensure the improvement of their working and living conditions and to oppose attempts at arbitrariness and exploitation;
2. To coordinate trade union action and to defend trade union freedoms in Algeria in the terms enshrined in the ratified international instruments, in order to guarantee the preservation of workers' interests through the use of lawful means;
3. To protect the right to transparency in matters of employment and jobs and to defend it by combating abuses in recruitment, to work towards improving workers' purchasing power and to ensure an equitable distribution of national income;
4. To preserve and defend the workers' social gains and to work continuously to obtain further gains;
5. To strengthen trade union awareness and to promote workers' culture by means of seminars and awareness campaigns for workers;
6. To develop, guide, improve and monitor the social welfare schemes for the benefit of workers, pensioners and their dependants, to regulate the manner in which they are managed and to implement all activities tending to improve the social welfare schemes offered to workers, in particular as regards the generalisation of mutual benefit societies and their defence, and to reinvigorate their role so that they become a complementary expression of social solidarity and a space for the exchange of experience;
7. To affiliate to similar international organisations and to give value to the links and the various forms of cooperation with them with a view to the exchange of experience;
8. To undertake to inform similar international organisations and bodies, and in particular the International Labour Office of the International Labour Organization, of any infringement of international labour legislation or any violation of trade union rights and freedoms in Algeria;

9. To establish the link with Algerian migrant workers and to strengthen cooperation and solidarity between them and their brothers who have remained in their native land;
10. To develop and broaden trade union information activity, to make use of audiovisual media, to publish electronic bulletins and newspapers and to take shareholdings in joint-stock companies;
11. To promote the right to bargain, collective agreements, the right to trade union activity, the right to work and the right to strike and to protest, with a view to preserving the national social protection system;
12. To contribute to political, economic and social events in order to restore the standing of work and of public service, to ensure priority for the creation of jobs allowing growth, and to take part in development oriented towards the promotion of social cohesion;
13. To combat and fight corruption as well as any attempt to privatise public enterprises, and to press for the improvement of the public service;
14. To give concrete expression to solidarity with foreign workers, migrants and refugees, to organise them and to defend them in accordance with the requirements of the laws and the ratified international conventions;
15. To combat precarious work in all sectors, whether in the public service or in the private or public economic sector;
16. To work towards the unification of the independent trade union movement of all sectors in Algeria under the aegis of the Confédération syndicale des forces productives;
17. To work towards the association of women workers and to enable them to benefit from a quota so as to draw them towards free and upright trade union struggle;
18. To support trade union youth, to refine its talents, to develop its trade union knowledge and to accompany it until it reaches trade union leadership;
19. To work towards the trade union training of workers and to raise their awareness with a view to their involvement in trade union action, in order to improve the general situation of labour in Algeria;
20. To combat sexual and moral harassment as well as violence in the workplace;
21. To create a space of trade union solidarity with all active trade union organisations and to cooperate with all confederations or trade union centres in Algeria in order to strengthen trade union freedoms.

Article 07

The right to join the Confederation is guaranteed to all Algerian workers (whether State officials or workers in the private or public sector), to all those who receive a wage or equivalent income, to retired workers, to jobseekers, to dismissed workers and to all foreigners working on the national territory, without discrimination as to sex, race or religion, as well as to those who live on the wage of their manual or intellectual labour, whatever the form and nature of the work or the duration of the employment contract, and whatever their political convictions and their status at work, whether they are organised or unorganised.

In addition to the member workers of all sectors and the federations or unions installed and structured by the Confederation or making it up, sectoral unions registered with the Ministry of Labour may affiliate, join and unite within the ranks of the Confederation in order to constitute a genuine force and to unify efforts with a view to establishing constructive social dialogue.

Applications for affiliation from constituted unions, federations or union bodies are accepted in accordance with the requirements of international legislation and in accordance with a deliberation of the National Council of the Confederation.

Union bodies or trade union organisations affiliated to the Confédération syndicale des forces productives may withdraw under the conditions laid down by the Internal Regulations of the Confederation, it being understood that such withdrawal does not affect the activity of the Confederation.

Article 08

Workers join the Confederation in Algeria freely, and membership is registered with the union branch inasmuch as the latter constitutes a base structure of the Confederation, or with the other trade union bodies in accordance with the provisions of the Internal Regulations.

Membership is evidenced by the issue of an annual union card to members, whether they are in employment, retired, dismissed or jobseekers. The member undertakes to pay his union subscriptions and to comply with the legal and statutory provisions of the Confederation.

The trade union organisations affiliated to the Confederation and all the forces of civil society undertake to pay annual subscriptions corresponding to the number of members declared to the Confederation, and it is on the basis of that number of members that the number of delegates to the National Congress is determined.

This article is developed more fully in the Internal Regulations of the Confederation.

Chapter Two — Rights and obligations

I. Rights

Article 09

The members of the Confederation are equal in rights and obligations, and the members of the unions gathered under the banner of the Confederation are deemed to be members of the Confederation.

Article 10

Every member has the following rights.

To carry on trade union activity in accordance with the objectives of the Confederation and with these Statutes and the Internal Regulations.

To exercise criticism and self-criticism freely, whether that criticism is directed at the bodies or at the activity of their members within the framework of the organisation, and to take part in complete freedom in discussion, voting, the expression of opinion and decision-making.

To defend himself, or through other members of the Confederation, before the bodies responsible for examining his activity and his conduct. He also has the right to resign and the right to state the reasons for his resignation.

II. Obligations

Article 11

Every member of the Confederation is bound by the following obligations.

To comply with and apply the Statutes and the Internal Regulations and not to act against the objectives of the Confederation.

After joining the Confederation, to undertake not to join another confederation, union body or trade union centre.

To apply the directives and decisions of the hierarchically superior trade union bodies.

To refrain from any attack and any defamation against members and from any harm to their reputation and honour.

To give concrete expression to the programmes and activities decided upon by the trade union organisation.

Article 12

Any violation of the text of the articles of these Statutes gives rise to penalties determined by the Internal Regulations.

PART TWO — CANDIDATURE, ELECTION AND DISCIPLINE

Article 13

Every member has the right and the freedom to be elected at the level of all the bodies of the Confederation, provided that he satisfies the following conditions.

To be 21 years of age on the day of the election, that age being capable of being lowered, where necessary, by delegation from the trade union bodies concerned.

Not to have been the subject of expulsion proceedings on the part of the Confederation.

Article 14

Any worker who satisfies the following conditions is deemed to be an elector.

To be a member of the Confederation.

To be 18 years of age on the date of the election.

To pay his subscriptions regularly.

Article 15

The holding of more than one office within the Confederation is prohibited.

PART THREE — OPERATING PRINCIPLES

Article 16

Statutory meetings are deemed to be regular at all levels once the legal quorum (two thirds, 2/3) is met, and this without prejudice to the provisions of Article 29 below. They rest on the principle of collegiality in deliberation and of majority in decision-making, as well as on unity in implementation, with respect for the opinion of the minority, which is recorded in the minutes of the meetings.

Article 17

All horizontal or vertical bodies are bound, in their activities and in their functioning, by the following obligations.

To present periodic reports on activities to the bodies that elected them, the electors having the right to make observations on them and to criticise them;

To inform and consult the trade union officers and the members periodically;

To comply with the time limits for convening meetings of the bodies and to hold those meetings regularly;

The lower bodies are bound to apply the decisions of the higher bodies;

The lower bodies are bound to inform the immediately higher bodies regularly and to send them periodic reports on their activities, as well as the information, proposals and opinions of interest to the trade union movement;

Each body has the right to make observations on the decisions taken by the body above it;

To hold regional, local and wilaya seminars.

PART FOUR — BODIES AND STRUCTURES OF THE CONFEDERATION

Article 18

The union branch is the essential base unit of the Confederation, and it constitutes the link between the vertical structure and the horizontal structure. It is composed of all the member workers.

The Internal Regulations determine the organisational arrangements specific to retired workers and jobseekers, having regard to the particular features of the organisation of those categories, as well as the arrangements for membership and for the collection of members' subscriptions.

Article 19

The horizontal structures are the following.

The regional bureau.

The wilaya bureau.

The municipal bureau.

The vertical structures are the following.

The establishment or enterprise union.

The branch or sector union.

The national union.

The national federation.

The creation and designation of the wilaya or regional bureaux, of the establishment or enterprise unions, of the national unions and of the national federations fall within the exclusive competence of the National Bureau of the Confederation.

Article 20

The municipal, wilaya or regional bureaux ensure the performance of trade union tasks throughout a geographical constituency.

Their tasks are determined, in particular, as follows.

To ensure trade union representation as regards the activities and fields of the administrative, economic, social and cultural life of the country, and in particular in the private sector.

To secure and broaden the membership of all workers, whatever their grade, their rank, their duties or their sectors of activity.

To ensure permanent mobilisation and to organise workers' solidarity.

To monitor, follow up and lead the trade union structures and bodies attached to them.

To contribute to the awareness-raising, workers' culture and trade union training of their members and activists.

To coordinate, stimulate and follow up the activities of those elected to the various participation bodies and committees.

The wilaya bureaux are designated by the President or by the Secretary-General, and the activity of the wilaya bureau or of the regional bureau may be suspended whenever this proves necessary.

Article 21

The vertical structure ensures the performance of the socio-occupational trade union tasks relating to a given sector of activity.

Its essential task lies in the following attributions.

a) To develop and give effect to the right to collective bargaining, to draw up and conclude agreements and to consolidate a fair and positive employment relationship in accordance with the international labour Conventions.

b) To broaden and give value to participation activities.

c) To seek and to strive for more effective management of the social welfare schemes of the various sectors of activity, and to work towards broadening those schemes.

d) To support all activities and initiatives of such a nature as to reinforce and improve the services of the health and social affairs sector for the benefit of workers, and in particular to support the

mutual benefit societies and to reinvigorate their role within the framework of solidarity and of the preservation of the social protection system.

e) To assess and monitor the application of the legal, legislative and regulatory texts in force.

The National Bureau has full competence to examine the situation of the sector of activity as well as the vertical structure appropriate to its installation, in accordance with the requirements of these Statutes, and the Internal Regulations of the Confederation set out the organisational arrangements for those structures, their attributions, their objectives and the relations they maintain between themselves, according to the data and the organisational and geographical conditions specific to each body.

Chapter One — National bodies and structures

Article 22

The national bodies of the Confédération syndicale des forces productives are the following.

The National Congress.

The National Council.

The National Bureau.

I. The national renewal general assembly

Article 23

Where the activity of the Confederation has ceased for more than five years, its structures are renewed by a renewal general assembly convened by all the workers or by the sectoral unions, the quorum for its holding being duly met with the workers present at the first sitting.

A commission to supervise the general assembly is constituted during the renewal general assembly, and it is elected by the general assembly to carry the proceedings through to their conclusion and to supervise the electoral operation.

The Statutes of the Confederation are approved during the renewal general assembly, which elects the new national governing body of the Confederation.

Article 24

The new National Bureau elected by the renewal general assembly carries out all the legal procedures, from the notification of the results of the assembly to the Ministry of Labour and Employment through to the publication of the announcement of the renewal of the trade union structure, as well as the making of the official seal of the Confederation.

Article 25

Any act of such a nature as to undermine the activities of the executive bureau is prohibited within the organisation and during the exercise of the elective mandate, as is any withdrawal of confidence or any constitution of a parallel bureau, emanating from any member whatsoever, whatever his position. Such acts are deemed null and of no effect and, consequently, the members convened to such acts and

those who have taken part in them are immediately expelled from the organisation in accordance with the text of this article.

The National Congress is the only authority empowered to settle internal conflicts between the leaderships in a democratic and lawful manner, after the expiry of the five-year trade union mandate, and the National Congress may on no account be convened during the exercise of the trade union mandate.

Article 26

No external decision hindering the activity of the Confederation or interfering with it is taken into consideration, and the Confederation may, in accordance with these Statutes and through its President, have recourse to the international procedures and to the International Labour Organization in the event of a violation of the provisions of the ratified international conventions or of the provisions of Law No. 23-02 of 25 April 2023 on the exercise of trade union rights.

II. The National Congress

Article 27

The National Congress is the supreme body of the Confederation.

It meets in ordinary session every five (05) years.

It may be convened in extraordinary session at the request of the President.

Article 28

The National Bureau informs the bodies of the Confederation of the date on which the congress is to be held six (06) months before it is held in ordinary sessions and, in extraordinary cases, ten (10) days before it is held.

The notice convening the congress, the draft resolutions and the other study documents relating to the life of the organisation are sent to the base, through the bodies of the Confederation, for discussion and enrichment, and this three (03) months before the holding of the congress in ordinary cases, and during the congress in extraordinary sessions.

The general activity report of the National Bureau is sent three (03) months before the holding of the congress.

Where an extraordinary congress is held, the time limits are set by the National Bureau, and the documents specific to the congress are sent before the holding of the congress or during it.

Article 29

The regularity of the holding of the congress is subject to the presence of two thirds (2/3) of the congress participants having the status of delegate and, failing a quorum, the congress is postponed for at least a further fifteen (15) days and is then held with those present.

Article 30

The members of the National Council take part in the congress as delegates enjoying full rights.

Article 31

In addition to the members of the National Bureau and the members of the National Council, the number of delegates to the congress is determined for each body, federation or union belonging to the organisation, on the basis of the number of members declared to the National Bureau during the period covering the duration of the elective mandate.

The commission supervising the congress takes all necessary measures in order to guarantee representation of all the wilayas.

Article 32

During the holding of the congress, the following operations are carried out.

The approval of the Statutes or their amendment, as well as the approval of the agenda of the congress.

The election of the President of the Confederation and of the members of the National Bureau.

The election of the commission for the verification of membership and financial control.

The election of the commissions for the work of the congress.

The approval of the financial report and of the management report.

Workshops devoted to the discussion of the principal questions of a political, organisational, economic, social and cultural character, as well as those relating to the living and working conditions of workers.

The assessment of the activities of the National Bureau by means of the general activity report presented to the congress.

The determination of the broad outlines of the Confederation's programme of action.

The discussion and approval of the resolutions and recommendations.

The election of the members of the National Council.

Article 33

The President of the Confederation sets the date, the place and the agenda of the congress after consulting the National Bureau and the National Council (where the latter is not vacant).

He also convenes the National Congress, attaching to the notice the agenda, which is sent within the time limits and in accordance with the arrangements set by the Internal Regulations.

Article 34

The elections are conducted by a national commission supervising the National Congress, chaired by a member not concerned by the elections, in accordance with the arrangements set by the Internal Regulations.

The congress may be held exclusively by means of videoconferencing applications, as it may be held both in person and remotely, the members taking part remotely being deemed actually present at the place where the congress is held.

Article 35

Each member present has a single vote and, in the event of voting by proxy, the proxy holder may not hold more than three (03) votes, including his own, having regard to the cases in which voting by proxy is admitted in accordance with these Statutes.

The number of principals is included in the calculation of those present for the validity of the holding of the National Congress, and the Internal Regulations set the arrangements and conditions for proxies.

Article 36

No congress participant may take part in the vote or sit on the administering or supervising body if he has not paid the congress fees set by the National Bureau or by the National Council.

III. The National Council

Article 37

The National Council is composed of forty-eight (48) members elected by the National Congress, to whom are added the wilaya and regional secretaries, the members of the National Bureau and the chairpersons of the national commissions, ex officio.

By way of exception to the other commissions, all the members of the national bureau of the National Commission of Women Workers and of the National Commission of Working Youth are ex officio members of the National Council, and this within the framework of supporting the quota reserved for women and young people for access to trade union leadership and of encouraging them to engage in trade union activity.

Article 38

The National Council is the supreme body of the Confederation between two congresses, and it is accountable to the congress.

Article 39

The National Council meets in ordinary session every six (06) months.

Article 40

The Internal Regulations set the arrangements for the conduct of the work of the sessions of the National Council.

Article 41

The deliberations of the National Council are valid only in the presence of two thirds (2/3) of its members. Where the legal quorum is not met, it meets within a period which may not be less than fifteen (15) days and holds its deliberations whatever the number of members present.

Article 42

The National Council is a consultative body endowed with a power of proposal as regards general orientations, and it has the power to decide during the period between two congresses, within the framework of the choices and decisions of the National Congress. On that basis, it exercises the following attributions.

To take the measures necessary for the implementation of the decisions and orientations emanating from the National Congress and for the application of the provisions of these Statutes.

To adopt the Internal Regulations.

To constitute all the commissions it considers necessary to meet determined needs, in accordance with official deliberations.

To examine and adopt the projects and the budget estimates prepared by the National Bureau.

The National Council is composed of forty-eight (48) members elected by the congress, of the wilaya and regional secretaries and of the members of the National Bureau, ex officio, as well as of the members of the national bureau of the unions or forces affiliated to the Confederation.

Article 43

Candidature for membership of the National Council before the congress is open to every delegate to the congress.

Article 44

The National Council meets twice a year, and whenever this is necessary, at the request of the Bureau and on a notice convened by the President of the Confederation, who chairs and conducts the debates. It may meet at the request of the majority of its members and, in that case, the meeting of the Council is regular only if two thirds (2/3) of its members attend, failing which its deliberations are deemed null.

IV. The National Bureau and the President of the Confederation

Article 45

The National Congress elects from among its number the President and the members of the National Bureau.

The President and the members of the Bureau may not be elected by proxy.

The Internal Regulations set the procedures for candidature and election to the National Bureau.

Article 46

The Confederation is led by a National Bureau composed of seven (7) members, namely.

The President.

The Secretary-General.

The Treasurer, responsible for finances and assets.

The official spokesperson.

The officer responsible for public relations.

The officer responsible for trade union youth.

The officer responsible for information and social media.

1. A National Commission of Women Workers is constituted, whose chairwoman and all the members of its bureau are ex officio members of the National Bureau, and the chairperson of the Youth Commission is likewise a member of the National Bureau.

The President allocates the tasks among the members and determines their attributions.

Article 47

The National Bureau exercises the following attributions.

It ensures compliance with the implementation of the provisions of the Statutes, of the Internal Regulations and of the decisions of the National Congress.

It receives the reports of the horizontal and vertical structures of the Confederation and decides on the appropriate action to be taken on them.

It manages the property of the Confederation.

It presents the draft programme of action and ensures its implementation after its approval by the National Council.

It draws up the draft Internal Regulations and proposes any amendments to the Statutes.

It sets the amount of the petty cash fund and determines the arrangements for taking out insurance.

The members of the Bureau and the President are elected for a term of five (05) years.

All unorganised workers have the right to accede to the leadership of the Confederation and to the presidency, subject to the production by the person concerned of a sworn statement attesting that he carries on unorganised work.

Article 48

Where the post falls vacant by reason of death or resignation, or where a permanent incapacity arises for one of the members of the National Bureau, the National Council or the National Congress meets in extraordinary session in order to elect a new member of the Bureau.

Article 49

The National Bureau meets at least once every three (03) months on a notice convened by the President, and it may also meet at the request of the majority of the members. The meeting of the Bureau is regular only if the majority of the members attend.

Notice is given by post, by short message (SMS) or by email.

Any member of the Bureau absent from meetings on three consecutive occasions without valid reason is deemed to have resigned, and he is replaced by another member, by way of election within the National Council at its first sitting, the newly elected member completing the remainder of the term.

Article 50

The National Bureau takes its decisions by an absolute majority of its members present and, in the event of an equal division of votes, that of the President prevails.

After each meeting, the Secretary-General is required to draw up the minutes and to archive them.

Article 51

The President exercises the following attributions.

To convene the organs of the Confederation, to chair them and to conduct their debates.

To propose the agenda of the sessions of the National Congress.

To lead and coordinate the work of all the organs.

To draw up a review of the activities of the Confederation every six (06) months.

To prepare the management report and the financial report and to present them to the National Congress, which examines his stewardship.

To lead press conferences.

To represent the Confederation abroad.

The Secretary-General represents the Confederation in all acts of civil life and is responsible, in particular, for the following attributions.

To bring legal proceedings on behalf of the union.

To explain, organise, coordinate and monitor all the activities of the Confederation within the country.

To take out insurance covering the consequences attaching to civil liability or to the conclusion of agreements within the country.

To follow up the work of the national commissions.

The President may initiate procedures for the suspension of membership against any member who contravenes these Statutes, that member having the right to bring an appeal before the National Council and, from there, before the National Congress. He is deemed separated from the Confederation until the Council or the congress has ruled on the suspension decision.

Article 52

The Secretary-General succeeds the President of the organisation following the latter’s resignation or death.

The Secretary-General presides over the Confederation until the meeting of the National Council or an extraordinary National Congress is held, and this within a period of no more than one month.

The National Bureau reverts to the National Council until a new President is elected, the proceedings being chaired by the oldest member, who is not concerned by the elections, and the new elections take place at an extraordinary session of the National Congress under the conditions laid down by these Statutes.

Article 53

The Secretary-General assumes, in addition to what is provided for in Article 52 of these Statutes, all matters of general administration, and he is responsible on that basis for the following attributions.

To keep the list of members.

To deal with correspondence and to administer the archives.

To keep the register of deliberations.

To draw up the draft minutes of deliberations and to transcribe them in the register of deliberations.

To keep a copy of these Statutes.

Article 54

The Treasurer assumes financial and accounting matters, and he carries out in that regard the following tasks.

To collect the subscriptions and the other receipts.

To manage the funds and to keep an inventory of the movable and immovable property of the union.

To keep the expenditure fund.

To prepare the financial reports.

Article 55

The Secretary-General signs the payment orders and the Treasurer joins in signing them.

PART FIVE — THE SPECIALISED COMMISSIONS

Article 56

The union includes specialised commissions, among them the following.

1. The commission for the study of laws.
2. The commission for social welfare schemes, the commission for information and information technology.
3. The commission for training and cooperation.
4. The commission of women workers.
5. A special commission responsible for jobseekers.
6. A special commission responsible for trade union youth.
7. A special commission responsible for workers on pre-employment contracts.
8. A special commission for combating precarious work.
9. A special commission for combating harassment against workers.
10. A special commission responsible for pensioners.

11. A special commission responsible for dismissed workers.
12. A special commission for the defence of women victims of sexual harassment.
13. A special commission for the defence of individual and trade union freedoms.
14. A special commission for the defence of blogging and of bloggers dealing with fundamental rights.

Article 57

Each commission is composed of three (03) to nineteen (19) members, and it is chaired by a member elected or designated by the Secretary-General or by the President.

Article 58

One or more further commissions may be created if the need arises, and the activity of any commission may likewise be suspended, whenever this proves necessary, by the President of the Confederation or by the Secretary-General.

Article 59

The arrangements for the creation and functioning of the commissions are set by the Internal Regulations and by the deliberations of the National Bureau and of the National Council.

PART SIX — FINANCIAL RESOURCES

Chapter One — Financial resources

Article 60

The resources of the union are the following.

The subscriptions of the members.

The proceeds of fundraising carried out in accordance with the regulations in force.

The proceeds of publications.

Public subsidies.

Gifts and legacies.

Article 61

The National Council may, by a two-thirds (2/3) majority of its members, accept other resources in accordance with the law in force on the matter. By way of exception, and where the National Council is vacant, those tasks are transferred to the National Bureau.

Article 62

The resources are paid into a postal or bank current account opened on the initiative of the Secretary-General.

The funds derived from membership of the Confederation may be paid, on a temporary basis, into any postal or bank account of the unions gathered under the banner of the Confederation, on condition that such account serves solely for the management of the affairs of the Confederation, its use being capable of being discontinued at any time.

Further bank accounts with national banks, or a second postal current account, may be opened if this proves necessary, all members being informed thereof on the official website of the Confederation or on its social media pages.

The vertical structures of the Confederation and the national commissions may open postal and bank accounts, subject to prior declaration by the National Bureau.

Chapter Two — Expenditure

Article 63

The expenditure of the Confederation and of its structures comprises all expenditure necessary for the achievement of the objectives assigned to them by these Statutes or by the Internal Regulations.

Chapter Three — Control of management

Article 64

At the end of each year, the auditor carries out an inventory of the accounts and draws up a report thereon.

A control and inspection commission composed of three (3) members designated by the National Congress is constituted.

That commission has as its task the periodic control of the administration of the financial budget and of the accounting registers and, on that basis, it is empowered to have access to all the files and documents relating thereto. It presents annual reports to the National Council, accompanied by recommendations where appropriate.

PART SEVEN — FINAL PROVISIONS AND GENERAL PROVISIONS ON COMPLIANCE WITH LAW No. 23-02 ON THE EXERCISE OF TRADE UNION RIGHTS

Chapter One — General provisions

Article 65

Where a leader of the Confédération syndicale des forces productives is the subject of an unfair dismissal from his employment, he does not lose his membership and he retains the right to accede to leadership posts within the organisation. The organisation likewise undertakes to defend its leaders unfairly dismissed from their employment and to protect them by all the guaranteed national and international legal means, until their reinstatement in their posts and the reparation of the harm suffered.

Article 66

The trade union leadership loses neither its membership nor its responsibilities within the organisation where it is forced into exile or political asylum in another State following judicial or police harassment, and the trade union organisation undertakes to defend it by all the guaranteed legal and international means, until its return to its native land and the exercise of its responsibilities in a climate free of harassment, repression or threat.

Article 67

In addition to the objectives laid down in Article 06 above, the organisation pursues, in the coming period, the following objectives.

- To fight by all legitimate and lawful means in order to secure political and legal recognition of the Confédération syndicale des forces productives as a social partner of the Government, with the aim of achieving the objectives laid down in Article 06 above.
- To fight by all legitimate means for the right of return of the trade union leaderships exiled and banished from Algeria, so that they may exercise their trade union responsibilities in Algeria in a climate free of threat, violence or judicial or police harassment.
- To give full and entire support to the officers of the organisation who are abroad against all the campaigns waged against them with the aim of stripping them of the status of trade union leader before the international bodies.
- To conduct national and international campaigns in order to make known the cause of the Confédération syndicale des forces productives and the restrictions it suffers, and to win international solidarity.
- To work towards the constitution of a defence team composed of lawyers and human rights defenders in Algeria or abroad, having as its object the defence of trade union freedoms and of the trade unionists who are members under the banner of the Confederation.
- To work vigorously to protect the Confederation from arbitrary judicial or administrative dissolution, and to draw up fallback plans allowing the trade union struggle to be continued in the event of arbitrary judicial dissolution.
- To cooperate with all the independent national unions that share the same objectives as those set out in the text of Article 74, and to constitute a strong trade union alliance with a view to securing trade union freedoms in Algeria.
- To cooperate with and affiliate to all the international unions that share with the Confederation its principles and its objectives.
- To open membership of the organisation to Algerian workers established abroad who pay a retirement contribution to the Algerian retirement insurance fund, in order to defend their rights before that same fund and before the accredited embassies or consulates.
- To defend the members who are within the country in the event of repression, that defence falling to the members who are abroad, and conversely.
- In addition to alerting the supervisory bodies of the International Labour Organization to the violations committed against trade unionists in Algeria, the United Nations mechanisms are to

be seised in the coming period, foremost among them the United Nations rapporteurs and the Office of the High Commissioner for Human Rights.

Article 68

The suspension and the voluntary dissolution of the Confédération syndicale des forces productives must obtain the agreement of all the members of the Confederation in office, and the unions gathered under the banner of the Confederation are prohibited from initiating any procedure tending to suspend the activity of the union, any union that attempts to do so being immediately expelled from the Confederation.

Where a member of the Confederation, whatever his status, opposes the decision of voluntary dissolution, that decision is deemed null and the opposing member becomes the legitimate representative of the organisation. On the basis of this article, a renewal general assembly is held with a view to relaunching the activity of the organisation.

The public authorities, represented by the Ministry of Labour, Employment and Social Security, are informed of the renewal of the governing organ of the National Bureau and of any future amendment to these Statutes, and this in accordance with Law No. 23-02 of 25 April 2023 on the exercise of trade union rights.

Chapter Two — Specific provisions on compliance with Law No. 23-02 on the exercise of trade union rights

Article 69

The Confédération syndicale des forces productives is independent and distinct in its objectives, its decisions and its name, and it maintains no structural or functional link with any political party whatsoever.

The organisation is prohibited from obtaining from political parties any support by financial means or other advantages.

Article 70

The Confédération syndicale des forces productives may affiliate to international or regional organisations, and the unions gathered under its banner may affiliate to international organisations having the same activity and the same objectives while retaining their independence, the Ministry of Labour being informed thereof within the fifteen (15) days following acceptance of the affiliation.

Article 71

Trade union leaders sitting on the executive bureau are prohibited from joining political parties or standing for elective office, loss of membership of the organisation taking effect directly upon the occurrence of any such fact.

The trade union base is, however, authorised to join political parties individually or to carry on political activity.

Article 72

The leading members of the Confédération syndicale des forces productives are bound to observe neutrality and to refrain from declaring their support for any political party or any political figure whatsoever.

Article 73

The trade union leadership may not serve more than two terms in the course of its trade union life.

The counting of terms begins officially upon recognition by the Government and upon the authorisation given to the organisation to carry on its activities within Algeria, without administrative obstruction, repression or violations against its leaders.

Where the administrative authority recognises the right of the Confédération syndicale des forces productives to trade union activity, the trade union leadership holds an extraordinary congress in order to approve the executive bureau elected in March 2023, so that it may begin its first trade union term in accordance with Law No. 23-02 on the exercise of trade union rights.

Article 74

These Statutes were amended on 20 October 2023 in order to bring them into conformity with Law No. 23-02 of 25 April 2023 on the exercise of trade union rights, and this within the time limits set by the text of Article 159 of the same Law.

This bringing into conformity is relied on before the competent court should the administrative authority seek the dissolution or suspension of the trade union organisation for non-conformity with the new Law.

This amendment and the conformity with Law No. 23-02 are likewise relied on before the supervisory bodies specific to the International Labour Organization should an arbitrary judicial dissolution be obtained against the trade union organisation, preventing it from carrying on its activity guaranteed in accordance with Convention No. 87 of the International Labour Organization.

Article 75

The amendment of these Statutes falls within the competence of the congress.

Article 76

The provisions of these Statutes apply to all the trade union structures and bodies of the Confédération syndicale des forces productives.

Article 78

The Internal Regulations set the arrangements for the application of the provisions of these Statutes.

Article 79

All provisions contrary to these Statutes are repealed.

The members of the National Bureau

The President	**MELLAL Raouf**
The Secretary-General	**BOUSSENANE Abdelmadjid**
The official spokesperson	**KHERROUBI Hamza**
The officer responsible for information	**KOUAFI Abdelkader**
The officer responsible for trade union relations	**LAHOUIRI Mostafa**
The officer responsible for trade union youth	**GUERACHA Mohamed**
The Treasurer	**MOHAMED OUIRO Elhadj Yahia**